

HealthCareer Pathways

A Career Pathways Initiative at Jefferson
Community & Technical College



**Jewish Hospital &
St. Mary's HealthCare**

Career Pathways Vision

- More than a program; a systemic framework
 - Strengthens connections to business
 - Grants credit for prior learning
 - Provides academic credentials and increased educational opportunities for individuals
- A strategic tool for Mission Integration, institutional and instructional transformation
- An economic development process
 - creates synergy
 - aligns best practices and resources
 - targets an employment sector critical to regional labor market

Key Pathways Components

- Community Partnerships – Linking Skills & Knowledge to the Workplace
- High Need Programs
- Coordinated Support for At-risk Students
- Multiple Entry & Exit Points
- Seamless Linkages
 - Secondary to Postsecondary
 - Certificates, Diplomas, Degrees
 - 2-year to 4-year and Beyond

HealthCareer Pathways

- Goal in first year was to enter 25 students and in second year bring in another 75. Over 275 students have become Career Pathways students, to date.
- Although many CP students are still completing prerequisites, some are enrolled in the Nursing, Radiography, Nuclear Medicine, Health Information Technology, Respiratory Care and other health career programs.
- In 2006-07, the college wide retention rate was 47.37%; the career pathways retention rate was 72.65%>



Student Activities

- Career Counseling/Advising
- Meetings – 3/semester with a healthcare professional and a school or community resource person
- Mock Interviews – simulated interviews with area healthcare professionals
- Hospital Tours – Norton Healthcare
- Resume Development and Career Assessments

HealthCareer Pathways

Partnerships

Career Pathways' success is related to its many partners.

Academic

- Atherton, Central, Doss, Fairdale, PRP, Shawnee and Western high schools
- Louisville Education and Employment Partnership (LEEP)
- JCPS Adult and Continuing Education
- Kentuckiana College Access Center (KCAC)
- University of Louisville's Transfer Program (ULtra)
- U of L, Bellarmine, other universities



HealthCareer Pathways

Community Partnerships

- Center for Women and Families
- Christian Care Communities
- Community Action Partnership
- CREW Career Center
- Kentucky Higher Education Assistance Authority (KHEAA)
- Student Loan People
- KentuckianaWorks One-Stop Career Centers
- Louisville Urban League
- Metropolitan College
- Project Women
- Norton Healthcare
- Jewish Hospital & St. Mary's Healthcare
- Baptist Hospital East
- Floyd Memorial Hospital
- Nazareth Homes
- Bee Hive Senior Living Homes
- Cardinal Uniforms
- Home Instead Senior Care



HealthCareer Pathways

Additional Initiatives

- Team course *AHS105 – Introduction to Health Occupations*. Team-building, career exploration, basic health care skills (e.g. medical terminology, 1st Aid & CPR), health care systems, and department heads and healthcare professionals class visits.
- Members of JCTC's Early Alert Referral System (EARS) subcommittee which provides steps on how faculty can assist developmental students with academic and non-academic issues.
- Accelerated (1-year) modular practical nursing program at Carrollton



Health Careers Pathway Jefferson Community and Technical College *Proposal*

Secondary

(CCTI)

Under
prepared
Adult
Learners

Legend:



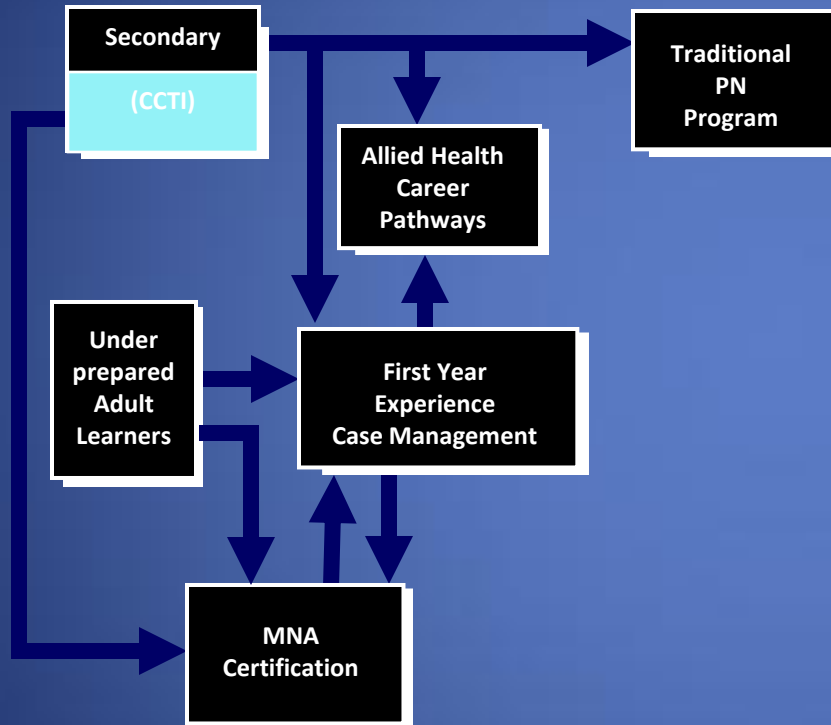
Planned Outcomes



Exit Points

Health Careers Pathway Jefferson Community and Technical College *Proposal*

CNA
Median Salary
\$24,297

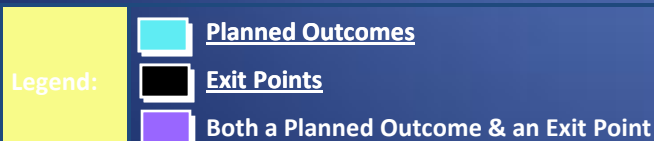
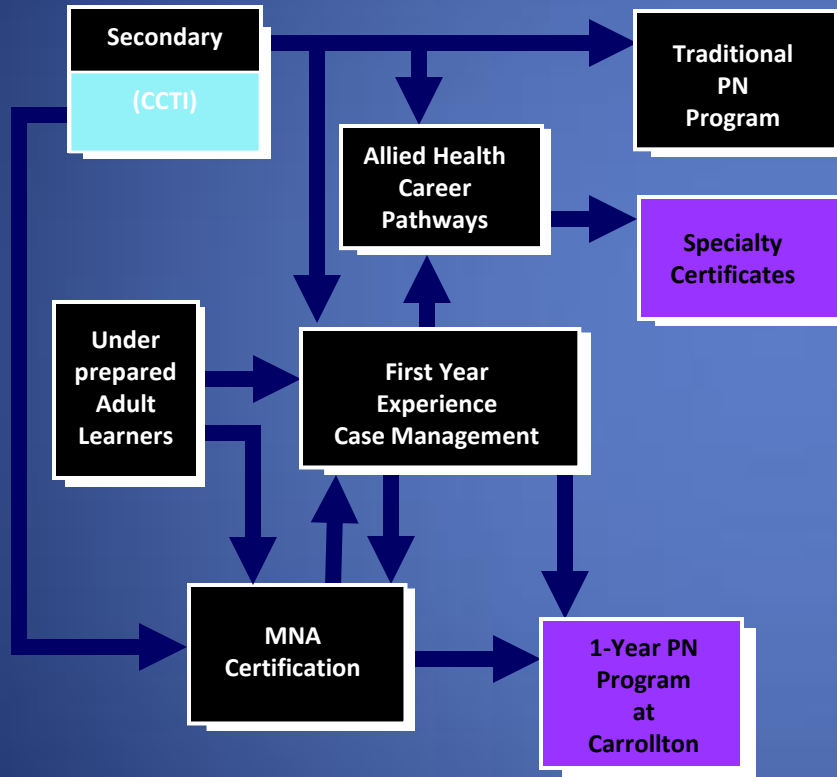


Legend:

- Planned Outcomes
- Exit Points

Health Careers Pathway Jefferson Community and Technical College *Proposal*

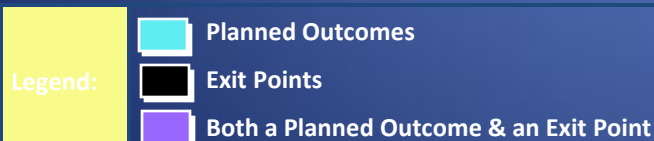
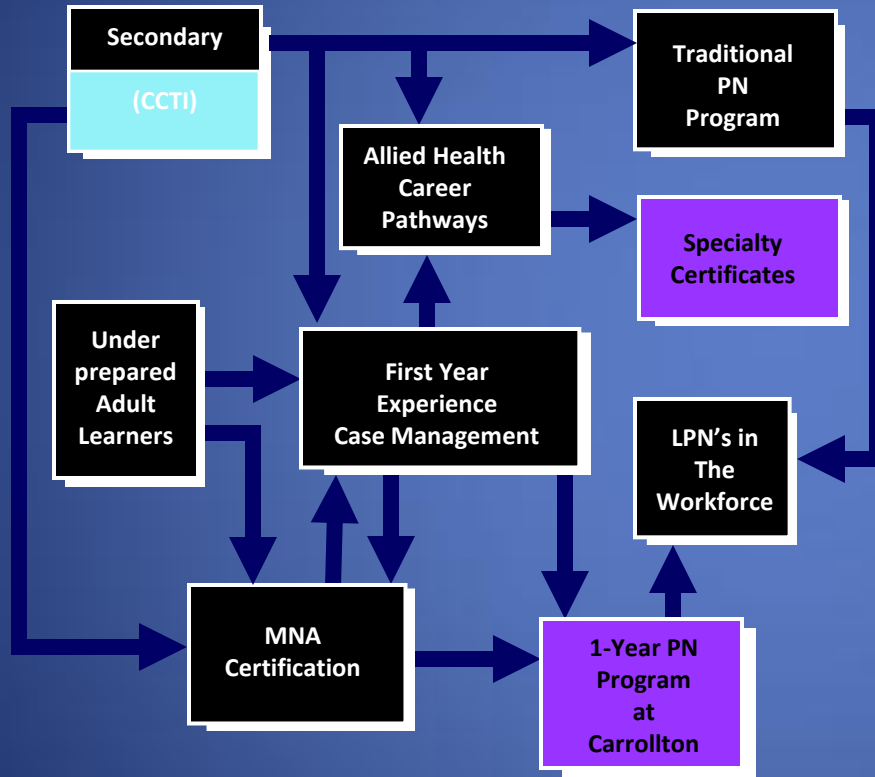
CNA
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Health Careers Pathway Jefferson Community and Technical College *Proposal*

CNA
Median Salary
\$24,297

LPN
Median Salary
\$36,904

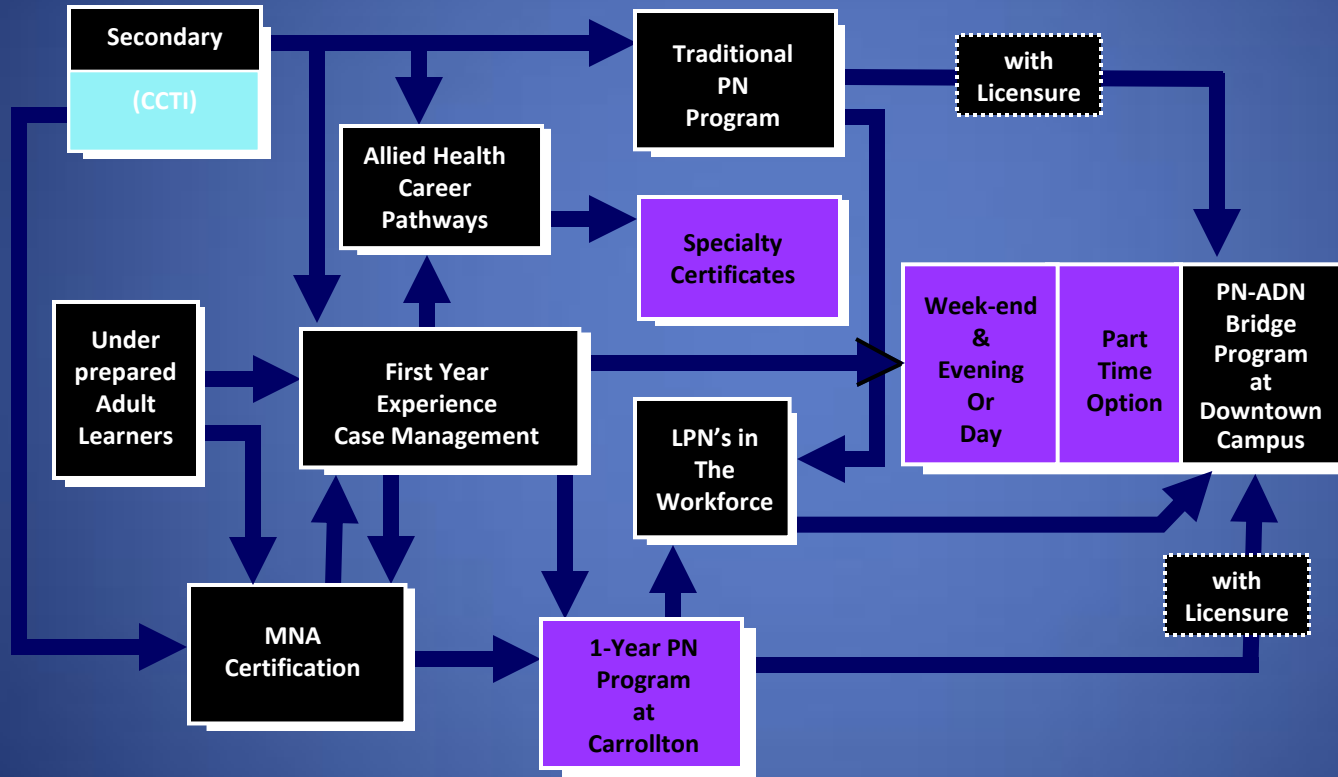


Health Careers Pathway Jefferson Community and Technical College *Proposal*

CNA
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\$24,297

LPN
Median Salary
\$36,904

RN
Median Salary
\$44,500



Legend:



Planned Outcomes



Exit Points



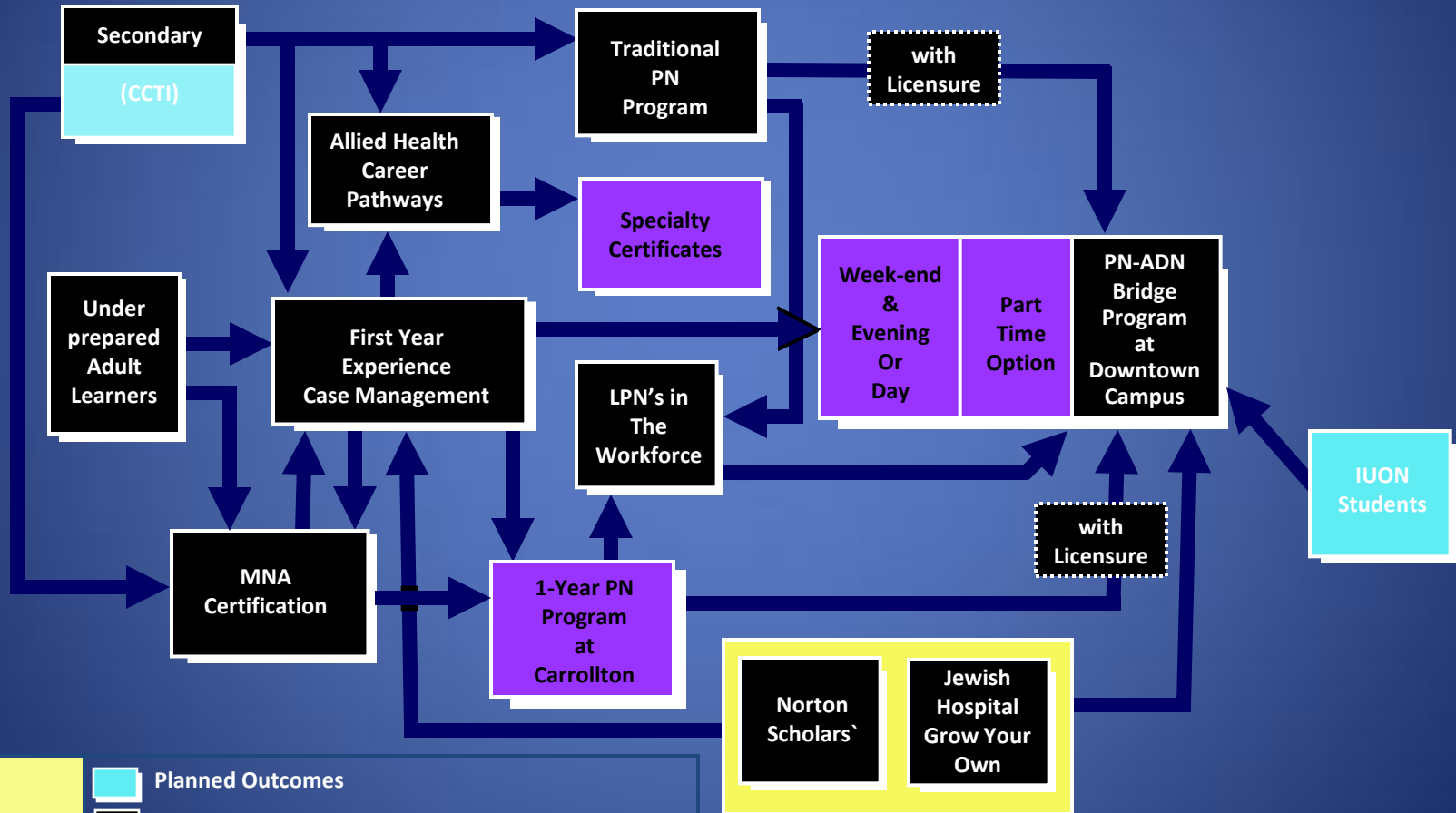
Both a Planned Outcome & an Exit Point

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Legend:



Planned Outcomes

Exit Points

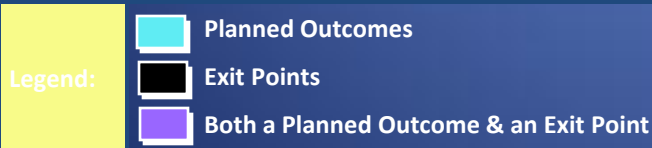
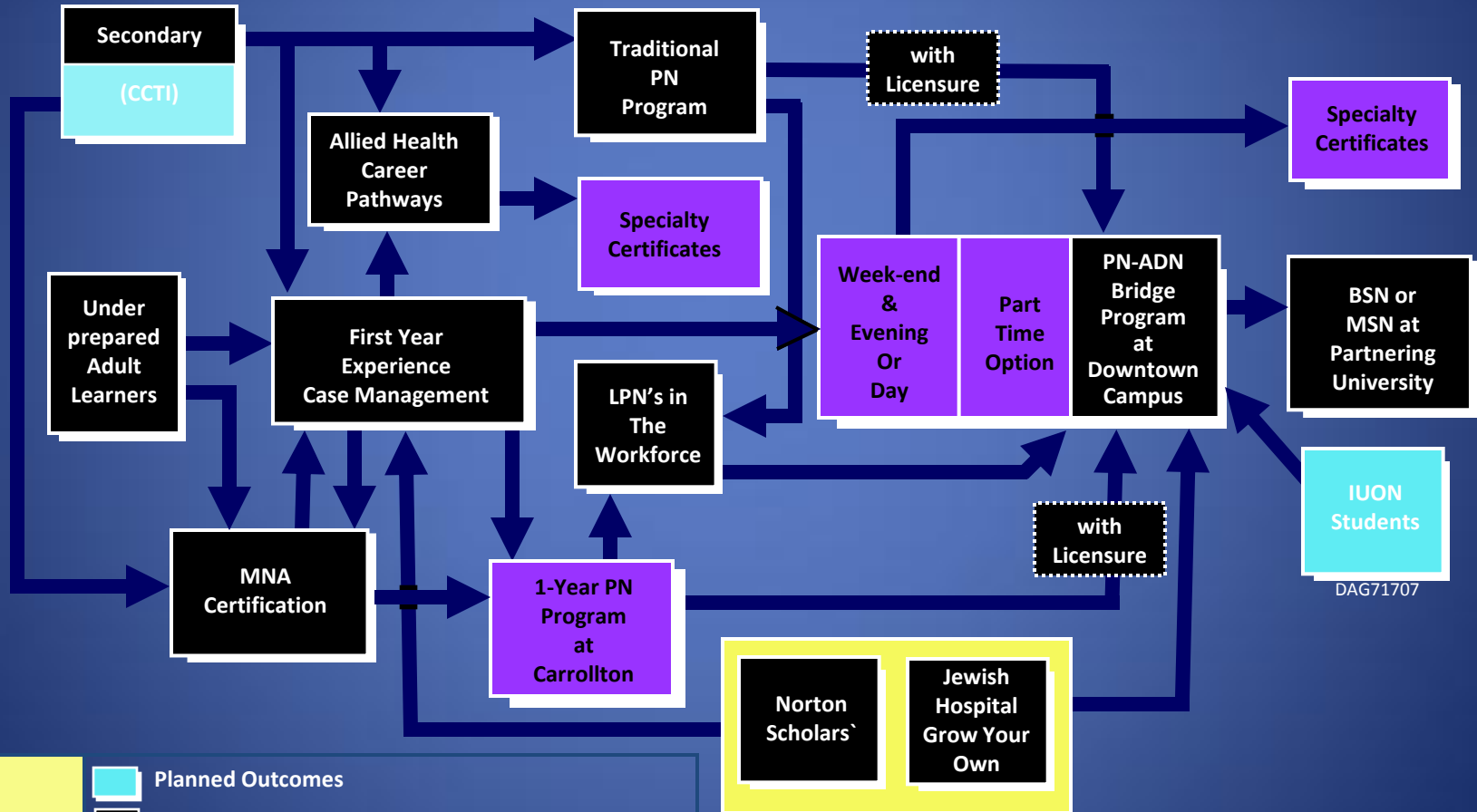
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Recent Community Partnership Initiatives:

Pharmacy Technician
Certificate Program



Diagnostic Medical
Sonography
Degree Program

Grow Your Own Program Partnership with JCTC

Cindy Price

Assistant Director of Human Resources

**Jewish Hospital &
St. Mary's HealthCare**

“Grow Your Own” Introduction

- **Why?**
 - Normal Turnover
 - National Nursing & Allied Health Shortage
 - Growth of Organization
 - Employee Relations
- **Jewish Hospital & St. Mary’s HealthCare Network**
Facilities Included:
 - Jewish Hospital
 - Frazier Rehab Institute
 - Visiting Nurse Association
 - Jewish Hospital – Shelbyville
 - Sts. Mary & Elizabeth Hospital
 - Our Lady of Peace
 - JH Medical Center East
 - Clark Memorial Hospital

“Grow-Your-Own” Plan Design

- **Take current employees thru school from start to finish – pay tuition, books and part of salary & benefits**
- **Create partnership with local college - Jefferson Community and Technical College**
- **Graduate nurses, respiratory therapists, and other hard-to-fill positions**

JCTC PROVIDED:

- **A liaison for students in the program**
- **Newly created summer programs**
- **Tutoring sessions**
- **Fundamental classes thru Kentuckiana Works**

JHSMH PROVIDED:

- **Quality students selected for the program**
- **Dollars for extra instructors needed in summer**
- **Paid tuition & books**
- **Salary & benefits for employee remained whole**

Outcomes

- Employees/students graduated with higher income
- JHSMH filled vacancies of hard-to-fill jobs
- JCTC had successful graduates from their programs

“Norton Scholars” Program

Kimberly Maffet,
Vice President for Workforce
Development



Successful Career Pathways

Strategic

Systemic

Synergistic

Sustainable

Scalable

Questions

